

PUBLIC SCHOOLS of
BROOKLINE



The Culture of Equity in PSB: Challenges & Road Ahead

March 2, 2023

Purpose of this Presentation

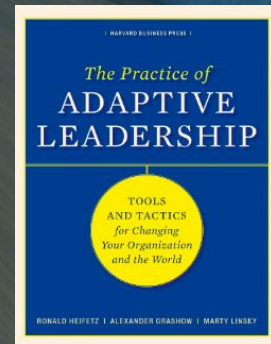
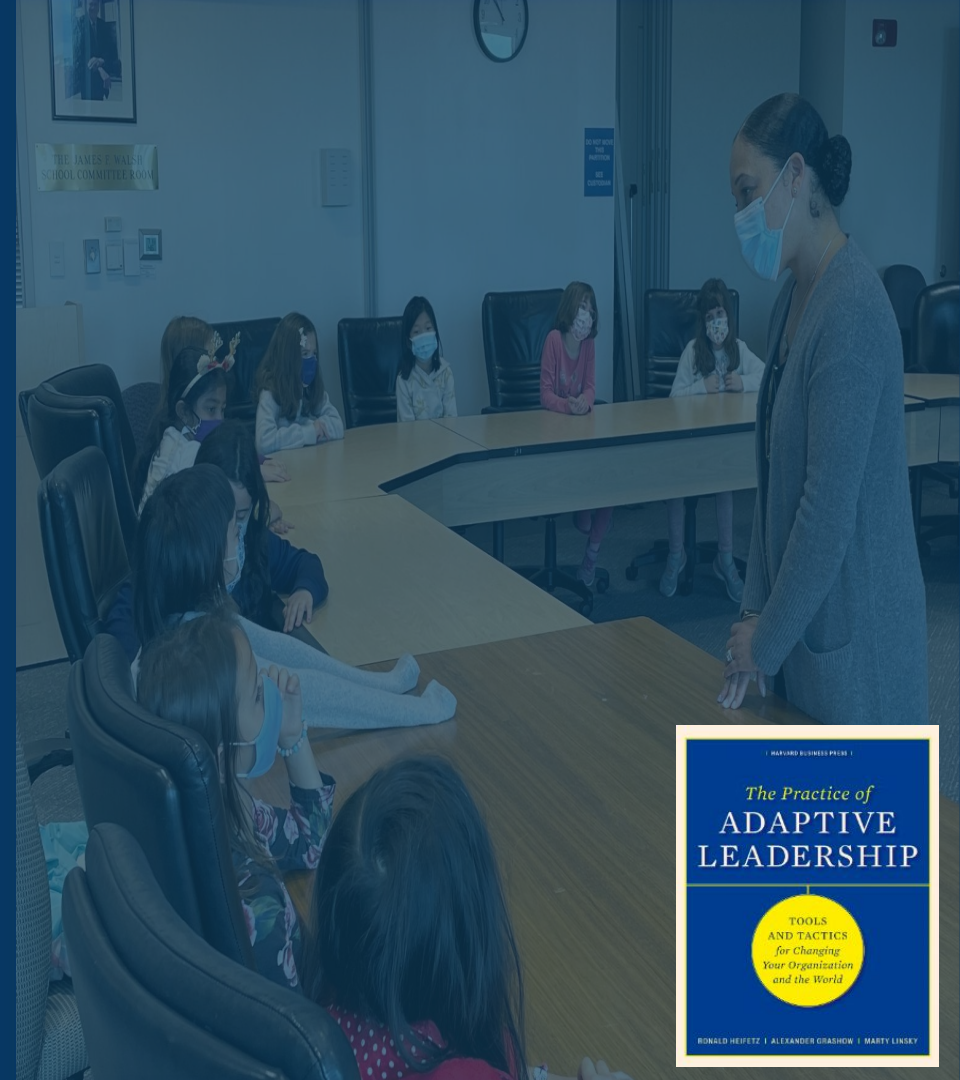
- **To update on our approach and goals for educational equity**
- **To offer insights on the work – highlights and ongoing challenges**
- **To partner in seeing the system anew - boundaries and the road ahead**

“If you can show me how I can cling to that which is real to me, while teaching me a way into the larger society, then and only then will I drop my defenses and hostility, and I will sing your praises and help you to make the desert bear fruit.”

–Ralph Ellison

“To diagnose a system or yourself while in the midst of action requires the ability to achieve some distance from those on-the-ground events. We use the metaphor of “getting on the balcony” above the “dance floor” to depict what it means to gain the distanced perspective you need to see what is really happening.”

— Ronald A. Heifetz



Sense of Loss INCREASES as you move closer to creating equitable culture

deep

DBIE Spectrum



Diversity is the representation. Diversity can be measured through numbers and is usually tracked by race, gender, sexual identity, age, ability level, cognitive learning differences, education, economic background.

Diversity feels like equality.

You've been asked to the party.

Belonging is the ongoing culture created to have all people feel welcome across difference. Manifested in the relationships, in conversations, physical space and written word.

Belonging deepens how we understand and support each other.

You feel welcomed and comfortable going to the party.

Inclusion is the participation. Inclusion is usually achieved when diverse populations are involved in decision-making that impacts the policies and practices of the organization.

Inclusion is new voices support decision making, and leadership and policies.

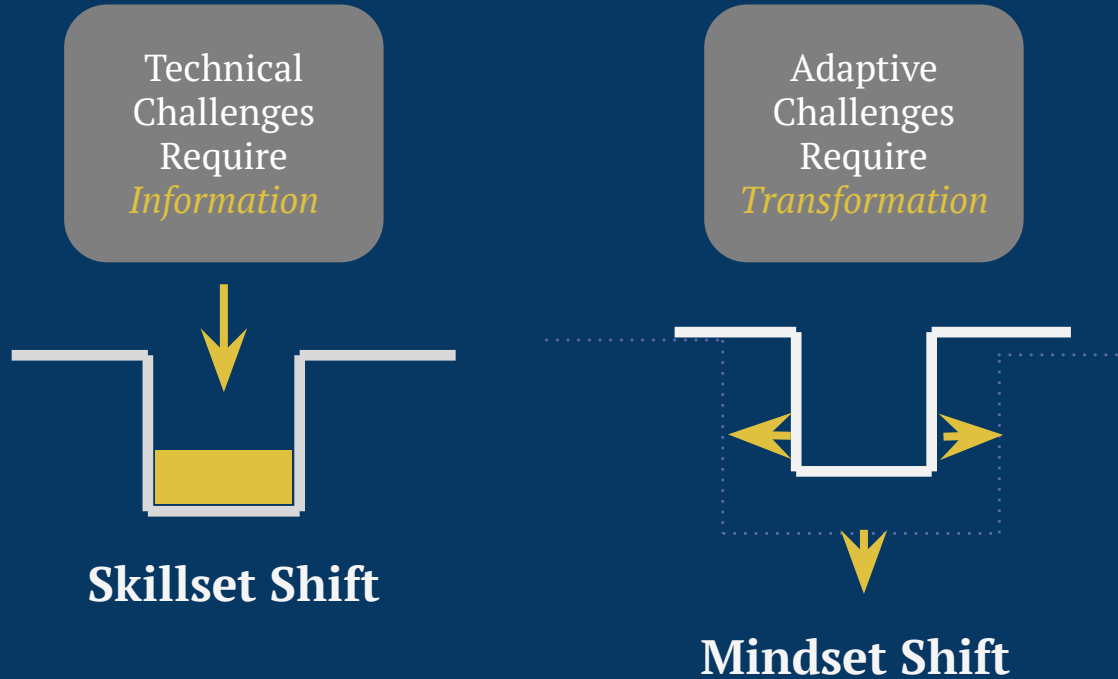
You've been asked to help plan the party.

Equity requires changing structures of power & privilege so disparities of historically under-represented groups are eliminated and therefore outcomes cannot be predicted by that grouping.

Equity is when the policies change/shift.

Redefines what the party entails, who has the power to plan the party and if there should be a party.

Technical vs Adaptive **Challenges**



What Does Equity Call PSB Leaders/Educators to Do In Schools?

1. To Understand: Individual **Student Needs** and **Adult needs.**
 - a. ***This does not happen all at the same time, this is why we use the DBIE Spectrum. One step at a time to Equity.***



There are two different levels of Belonging that must be created:

Adults:

- Belonging starts with adults.
Adults that do not feel “Belonged” will struggle to create Belonging for students.
- Adult Belonging looks like:
 - Empathy
 - Appreciation/ Recognition
 - Storytelling, Icebreakers
 - Accountability
 - Professional Development
- Adults have tools and practice to engage in best practice around teaching & supporting others

Students:

- SEL based practices
- Restorative Practice
- Positive Based Asset Thinking
- Opportunities to share stories, activities
- Partnership in planning
- Feeling centered and seen in curriculum
- Rigor

What Does Equity Call PSB Leaders/Educators to Do In Schools?

2. To Build instructional practices to meet Student Needs.
 - a. *Shift Instructional, Curricular and Engagement Practices to meet our expanding knowledge of ALL student needs (race,ability, support, economic, etc).*
 - b. *Remind ourselves that instructional practice shifts begin with the work of adults.*
 - i. Differentiate lesson planning, teaching practices to meet the different needs of students.

3. To shift policies (in classrooms and **systemically**) to remove barriers to access for students and families.
 - a. *Curriculum, Parent Engagement, Funding, etc.*



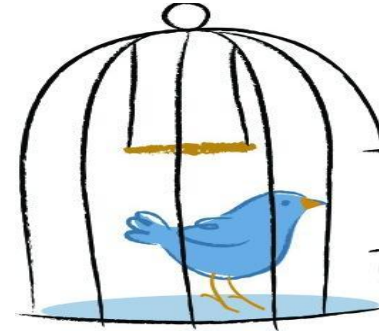
Professional Development

- Whole School Faculty Meetings *every other Tuesday**
- Small Group Targeted Meetings
 - Department Meetings (e.g. ETFs, ELA, Wellness)
 - Grade Level School Team Meetings (e.g. Specialists, K-5, 6-8)
- School & District Leadership Meetings (e.g. principals/vp, admin council, OTL, SEL)
- Community-wide Meetings (e.g. Brookline Teen Center, Brookline Houses of Worship)



Professional Learning and Adult Affinity

- SEED: 10 school-based groups
- Educator Affinity Spaces: **FIRST TIME!**
- SEED for Caregivers: **FIRST TIME!**



Calling All LGBTQ+ STAFF

JOIN US IN QUEER AFFINITY!

FIRST MEETING:
When: Thurs, Jan 26
 3:30 - 5:00
Where: Town Hall
 5th floor

Come together to:

- Build community
- Share experiences
- Advocate for the change we wish to see in PSB

SIGN-UP HERE

Calling in ... white PSB staff!

Developing Our Anti-Racist Practice

Dates: 1/9, 2/6, 3/6, 4/3, 5/15, 6/5
 3:30 - 5:00pm
 PDPs available
 Mild and spicy groups
 1st meeting on Zoom then TBD

Goals

- Accountability
- Action
- Vulnerability
- Awareness
- Reflection

Sign Up!

Join us if you've ever said...

- ◆ I feel guilty or sad about my whiteness.
- ◆ I want to examine my own racial habits and awareness.
- ◆ I wish we had more than just PD days to tackle racial equity work.
- ◆ How can I fulfill SEED extra hours?
- ◆ I want to work on equity, but my callab time is content focused.
- ◆ I want to do SEED, but it's too much time.

Calling All AAPI Staff at PSB

JOIN US IN AAPI AFFINITY SPACE

Open to all AAPI Identifying PSB Educators and staff

Sign-Up Here!

Come together to:

- Build community
- Share experiences
- Advocate for the change we wish to see in PSB
- Sometimes, share food together!

First Meeting:
 Thursday, 1/12
 Location: TBD

MEETING TIMES

- Thursday 1/12
- Thursday 2/9
- Thursday 3/30
- Thursday 4/13
- Thursday 5/18
- Wednesday 6/21

LOCATION

Alternating remote zoom meetings and in-person (school buildings, restaurants, TBD)

PDPs Available!

BIPOC EDUCATOR AFFINITY CIRCLES

OPEN TO ALL PSB EDUCATORS AND STAFF

How do I center healing, resilience, and Joy for Black, Indigenous, and People of Color?

Experience what it looks, sounds, and feels like to engage in racial affinity conversations here in PSB. Through monthly touch points, colleagues will have opportunities to participate in BIPOC affinity work while connecting and building relationships with other like-minded educators.

Conversation Topics & Goals

- Unpacking **Racialized Experiences** in cultural courses and ethnic groups
- **Healing Practices, Mindfulness, and Groundings**
- **Assessing Needs** of our Affinity Spaces
- **Racial Battle Fatigue** and Tokenization
- **Activate and embrace joy** throughout BIPOC communities
- **Scope and Sequence for launching and sustaining** an affinity space

BIPOC AFFINITY CIRCLE OFFERINGS

AAPI Circle
 Black + African American Circle
 Latinx Circle
 Multiracial Circle

SCAN QR CODE BELOW TO LEARN MORE ABOUT CIRCLE DATES + REGISTER!

PDPs Available!

Adult Collaborations

- BEED (Brookline Educators for Educator Diversity)
 - Massachusetts Partnership Diversity Education (MPDE)
 - Boston University
- CARE (Coalition for Antiracist Education) Parents
- Community Collaborations:
 - Anise Health Co. with School Clinicians
 - Caregiver Learning around Mental Health
- Brookline Community Foundation (BCF), Brookline Education Foundation (BEF), Innovation Fund (IF)
- Office of Diversity, Inclusion & Community Relations (ODICR)



GOOD INTENTIONS, BAD IMPACT: HOW MICROAGGRESSIONS HURT KIDS

WANT TO LEARN HOW TO UNPACK MICROAGGRESSIONS IN SCHOOLS?

HAVE PEOPLE SAID THAT SOMETHING IS RACIST, BUT YOU DON'T KNOW WHY?

DO YOU WANT TO BE AN ALLY FOR RACIAL JUSTICE BUT AREN'T SURE HOW TO START?

Join other Brookline school parents for an engaging, informative workshop on some of the common conversational pitfalls that happen in classrooms and other diverse groups. You will gain insights and tools you can use right away to build awareness and address MICRO AGGRESSIONS in schools and in public.

FREE & INTERACTIVE

February 13th at 7:30 PM

Brought to you by Coalition for Antiracist Education (CARE), a group of parents from all Brookline Public Schools working with the district to promote equitable policies and strengthen our diverse community.

School Adjustment counselor Daniel PUBLIC SCHOOLS x BROOKLINE METCC insights and joy in talking teachers

REGISTER AFTER REGISTRATION
Register online [HERE](#)

Anise Health 3-Part Counselor Training Program Overview

<p>Jan 9, 2023 #1: Getting on the Same Page</p> <p>Historical context on mental health trends and challenges in the Asian American community</p> <p>Today</p>	<p>Feb 6, 2023 #2: Working Through Our Challenges</p> <p>Confidential space for sharing challenges working with Asian students and caregivers</p>	<p>Mar 6, 2023 #3: Overcoming Our Biases and Differences</p> <p>Discuss our own biases as well as concrete strategies for serving students of Asian descent as a non-Asian counselor</p>
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Forum for submitting questions for Anise to address during the workshops

- BHS AAPI LEAP (Leadership and Affinity Program)
 - African American and Latino Scholars Program (AALSP) & LEAP
- AAPI K-8 Student Affinity Groups
- BRAVE
- DEI-J Subcommittee



JOIN BRAVE!

Everything to know about Brookline Racial Activists Valuing Equity

A short story of BRAVE
 Brookline Racial Activists Valuing Equity is a coalition of activists, formed to consistently connect Brookline's activism efforts. In early 2020, Susan Roudsbaud and Brian Hasseman brought together a group of student, teacher, parent, and administrative activists to plan the structure of BRAVE. By the end of 7 meetings we created BRAVE, a formalized group which meets monthly with representatives from different clubs and stakeholder groups in Brookline's education system, hoping to create a space to hold productive problem-solving discussions between stakeholders in Brookline schools.

Why this is crucial:
 We already have a large activism effort in Brookline, what we lack is connection. Being more organized as an overall movement will enable us to enact change on a systemic scale, and tap into our community resources. Our incredible racial justice and equity activism groups often encounter roadblocks in outreach, scaling or recruiting, or actually end up working on the same thing as each other without even knowing! BRAVE also provides a space for activism efforts to be sustained after seniors graduate. By creating a network of change makers throughout Brookline schools we are able to tap into each other's resources and access caring and engaged members of the community whenever we need to. This year BRAVE was crucial in starting a reform effort to revise graduation requirements, which collaborated with the push to create a scholars advisory, and facilitated several other connections.

Faculty Advisers

- Stephanie Hunt
- Jen Martin
- Lindsay Davis

Time Commitment
 Once monthly on Zoom (evening hours)
 Once quarterly in person (students-only)

We ask that BRAVE members groups have one rep at monthly meetings.

The current state of activism

Brookline High School

Our Vision of the BRAVE network

Brookline High School

Groups invited to participate in BRAVE

- AALSP
- APAC
- BAAFN
- JSU
- MAC
- SEED
- BRJE
- SAIR
- SAFRIS
- Latine & Allies Club
- Legislature/STUCO
- The Sagamore
- South Asian Club
- Calculus Project
- Racial Reconciliation
- PSB DEI Office
- BHS Admin (Deans & CCs)
- BEU ALANA
- MENA
- DEED
- DoRRS
- Courses
- Social Justice
- Racial Awareness
- Data Science & Social Justice

Monthly Meeting Format

- Community Update
 What is going on in Brookline regarding racial justice?
- Support and share
 Individual activism efforts share what they've been working on and we open the space to discuss ways to collaborate and enable each other
- Produce
 We discuss potential new reform efforts, and develop ideas for changes to be made in the school system.

Know of another group that should participate? [Let us know!](#)

Data that we should
be leveraging in
OEE

DESE PSB Student Profile Data

- The Demographic data
- The Attendance & Behavior data
- Course Enrollment & Promotion data
- The Panorama Dashboard data
- The Special Education data
- The Family & Culture/ Climate data

Challenges

Powerful,
sustainable
improvement



Self-Reflection



Data Analysis



Action Planning

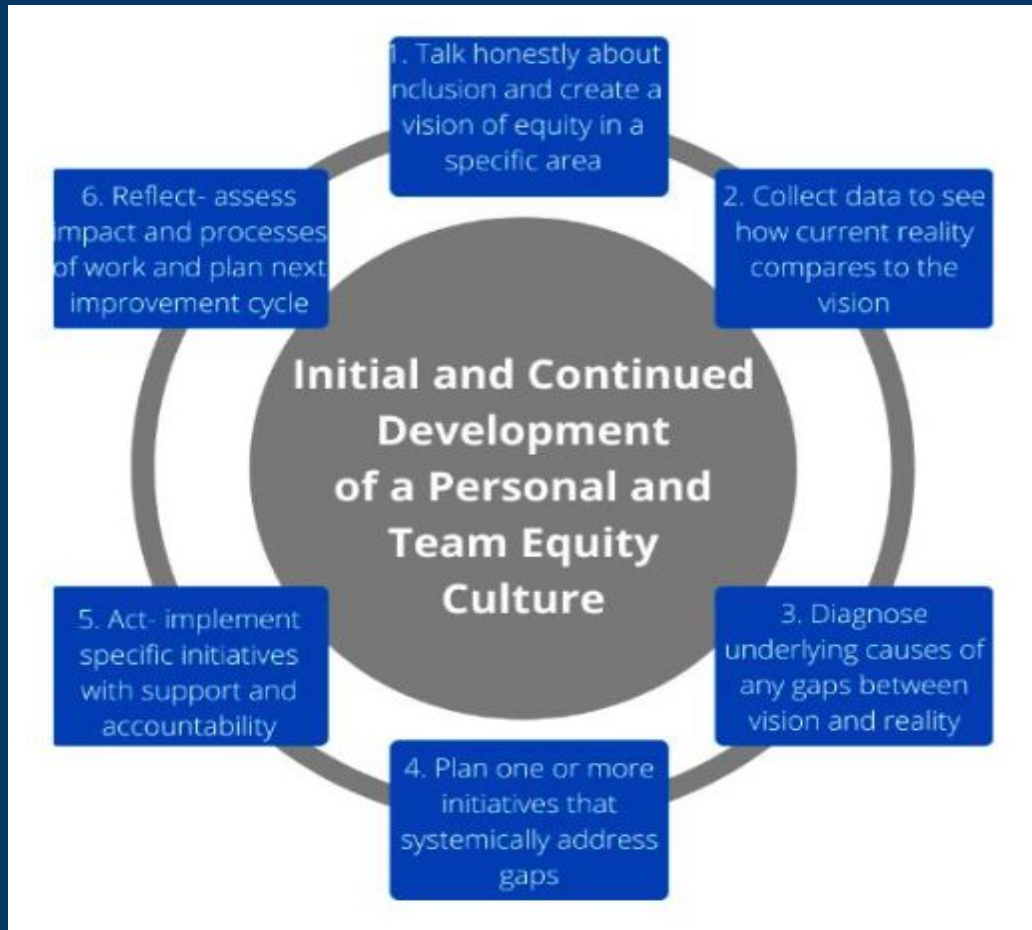
- We are trying to create new culture on top of culture that already exists – we are still early in understanding the power of culture in academic achievement.
- As a district, we are not yet effectively using collaborative data inquiry to drive continuous improvement of teaching and learning for all students.
 - In OEE, we need to be better partners and drivers of this work.
- As a department, we constantly plant the seeds – we have yet to concretely measure and further support sustained shifts in educator practice.
- Establishing and ensuring truly SMART (Specific, Measurable, Achievable, Relevant and Time-Sensitive) equity and inclusion priorities for the PSB Strategic Plan.

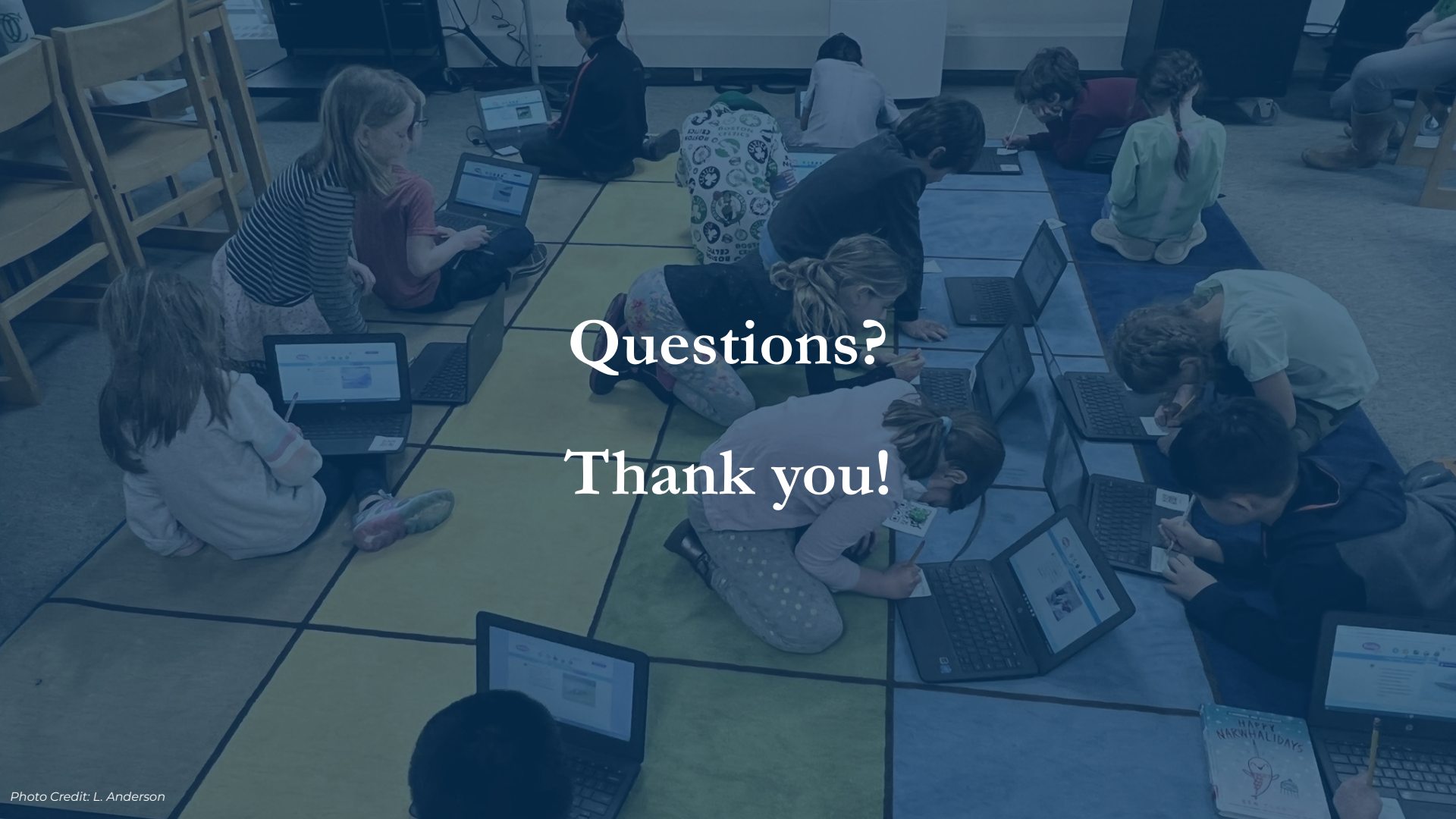
Healthy Boundaries ~ The Road Ahead

- For the health and sustainability of the Office of Educational Equity, we will...
 - Establish necessary communication with leaders to best understand what we need to be successful.
 - Manage people's expectations by constantly reminding them what DBIE work in Brookline is vs what it isn't.
 - Leverage our Job Description, the competencies and TEAMS equity and inclusion require.
- For our health and safety, we need the PSB community to support us in this part of the work.



RIDES Equity Improvement Cycle





Questions?
Thank you!